

GENDER EQUITY IN MINING WORKS

What is GEM Works?

Gender Equity in Mining Works (GEM Works) is a 12-month, comprehensive program that builds networks of 10 like-minded mining companies or sites who collaborate to learn from one another, share successes and challenges, and offer mutual support to remove unintentional barriers to gender inclusion. It helps companies foster a mining and minerals industry where both women and men have the best opportunities for making great contributions and rewarding careers.

What does GEM Works Include?

Three interconnected components make up the full GEM Works program:

01

Gender Champion Workshop

A one-day workshop to train senior executives to drive organizational change towards a more gender-inclusive workplace.

02

GEM Works Toolbox

A step-by-step guide to removing unintentional barriers to gender inclusion.

03

Online Learning Modules

Four 30-minute interactive modules that explain how to use the GEM Works program and create inclusive workplaces.

Online Learning Modules

MODULE 1

The Importance of Gender Equity in Mining

MODULE 2

Exploring Common Systemic Barriers

MODULE 3

Using the GEM Worksheet

MODULE 4

Building Organizational Support and Momentum

GEM Works eLearning modules are pre-approved for 0.5 (Module 1) and two (Modules 1-4) continuing professional development hours.



How is GEM Works Implemented?

Initiated by a company's executive or human resources team, union or mining sector stakeholder, GEM Works implementation is supported by MiHR staff through:

- Identification, training and coaching of senior leaders
- Access to the "GEM Works Learn to Make a Difference" eLearning suite and subject-matter experts
- Assembly of committee and biannual Taskforce meetings
- Unlimited access to the "GEM Works Toolbox"

 Increasing Gender Diversity in Mining

GEM Works Subscription Benefits

| Benefits | Individual Organization | Multi-Organization | Online Training & Resources |
|---|-------------------------------|-------------------------------|--|
| E-learning module Licenses | (10/member) | (10/member) | X |
| GEM Works Toolbox | X | X | X |
| ENSEMBLE Member Community | X | X | X |
| MIHR Program Support | X | X | |
| Ten-person Executive Development Session | X | X | |
| Diversity Expert Webinar | X | X | |
| Annual Gender Champion Taskforce Meeting | X | X | |
| Quarterly Change Agents Committee Meeting | X | X | |
| Logo Featured on GEM Works Webpage | X | X | |
| Case Study Report | X | X | |
| Social Media Promotion | X | X | |
| | \$5,000/member (12 months) | \$5,000/member (12 months) | \$30/user (Expires after 12 months) |

Cohort Composition

There are three main ways a cohort can be comprised:

Individual Organization

A single mining company would fund the program to deliver in its operations. The cohort(s) may be developed from a combination of different workgroups, departments or sites. In this case each workgroup, department or site represents a cohort member, with a maximum of 10 members participating in the cohort over a one year period.

Multi-Organization

Program funding may come from a variety of sources. Multiple companies or organizations could register individually to make up a cohort. Also, a membership-driven organization could support a cohort for their members, typically a variety of mining companies over a one year period.

Online Training & Resources

Four 30-minute interactive modules that explain how to use the GEM Works toolbox and create inclusive workplaces by removing systemic barriers within policies, processes and procedures.



Launch Your Organization's GEM Works Champion Taskforce Today!

A key component to any successful, company-wide change is a visible, knowledgeable, executive-level champion to unite the organization. If you are or know a leader who is committed to drive change in your organization and are looking for a practical, custom-designed gender program, contact MiHR to start a GEM Works Champion Taskforce.

For full GEM Works program information, visit mihr.ca, call 613.270.9696 or email us at gem@mihr.ca

About the Mining Industry Human Resources Council

The Mining Industry Human Resources Council (MiHR) is an independent, non-profit organization that leads collaboration among mining and exploration companies, organized labour, contractors, educational institutions, industry associations and Indigenous groups to identify and address the human resource and labour market challenges facing the Canadian minerals and metals sector.

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MINING INDUSTRY
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